



# Scott Key Center

*A Healthiest Maryland Businesses Success Story*

## Wellness Benefits Clients and Staff

Scott Key Center (SKC) provides creative and meaningful employment for adults with developmental disabilities within Frederick County. SKC is licensed through the Developmental Disabilities Administration (DDA) to provide Day Habilitation, Vocational Services, Supported Employment, and Family Individual Support Services to clients.

SKC's goal is to support individuals in developing the functional autonomy required to be successful in their community. Clients are placed in work settings matched to their skills and abilities. Today, the organization serves approximately 120 individuals through its programs.

### **Creating a Wellness Committee**

SKC partnered with the Frederick County



Scott Key Center client Crystal Balderson enjoys a laugh with a Johns Hopkins University nursing student during a 10-minute movement break.

Health Department on a Community Transformation Grant (CTG) worksite wellness initiative to support healthy eating and physical activity among staff and clients. Many clients have chronic health conditions such as high blood pressure, high cholesterol, pre-diabetes or diabetes, and obesity. Staff and clients often eat lunch in the cafeteria, which

has historically offered many deep-fried, pre-packaged foods and few vegetables. Some improvements had been made, but all agreed that more could and should be done.

Executive Director Sean Lore recruited Staff Nurse, Diane Sandy, and Vocational Training Specialist, Erica Malott to begin a wellness team. The Frederick County Health Depart-

## Scott Key Center at a Glance:

- **Type of Business:**  
Division of Frederick County Health Department providing employment for adults with developmental disabilities
- **Location:**  
Frederick
- **How Long in Business:**  
47 years
- **Number of Employees:**  
160
- **What worked:**  
Creating a wellness team; implementing healthier food choices and physical activity breaks; partnering with nursing students to provide health education



ment provided technical assistance and met regularly with the team to create a planned approach, starting with a worksite wellness assessment using the Centers for Disease Control and Prevention's (CDC) Worksite Health Scorecard.

### **Next Step: Setting Goals**

The team also administered an Employee Wellness Interest Survey. Based on the results, the team developed a worksite Health Improvement Plan with goals, objectives and action steps. The five goals the team chose were:

1. Increasing the availability of healthier food options in the cafeteria;
2. Educating employees to identify healthier food options,
3. Increasing opportunities for physical activity;
4. Supporting employees in the prevention and control of overweight and obesity, and
5. Staying up to date on best practices for worksite wellness

At each wellness meeting the health improvement plan was reviewed, progress was recorded and staff identified next steps to continue moving forward.

Challenges faced by the team included limited time to implement the plan, employee resistance to exchanging unhealthy food choices for healthier options, and limited funds to increase healthier foods. The team

addressed these issues by partnering with nursing students from Johns Hopkins University and Frostburg State University. The students trained SKC staff to implement 10 minute physical activity breaks for themselves and clients. The students also developed and delivered an educational session on how to choose healthier foods. Nursing students evaluated their interventions with the staff and offered solutions and revisions.

In the cafeteria, SKC examined options for raising revenue to support the higher cost of healthier options and expanded their food purchasing to wholesale clubs. As plan objectives are achieved, the team sets new objectives to keep the wellness plan active and relevant. The team itself has also grown in order to solicit new ideas and increase staff buy-in.

### **Achievements Mean Progress**

The SKC Wellness Team has achieved the following:

- Increased the number of healthier snacks and lunch menu choices offered in the cafeteria
- Eliminated deep-fried foods from the cafeteria menu
- Instituted daily 10 minute movement breaks across all areas within the SKC
- Partnered with nursing students to provide nutrition education and train staff in conducting movement breaks
- Identified walking paths within and outside SKC and purchased exercise DVDs to promote physical activity
- Developed tracking tools to ensure movement breaks take place and offer incentives to maintain daily practice
- Initiated distribution of a monthly health e-newsletter to all staff
- Increased number of SKC staff and clients knowing their weight/blood pressure/BMI/heart rate by 28 percent
- Joined Healthiest Maryland Businesses
- Expanded the Wellness Team to eight members, including two client representatives

Executive Director Scott Lore says, "The wellness program has been a blessing in disguise. It has sparked interest in both staff and clients of the importance of healthier eating and the benefits of daily physical activity."



**A Scott Key Center client checks out a presentation on healthy foods given by a Johns Hopkins University nursing student.**

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